

**Nursing and Midwifery Council  
Investigating Committee**

**New Interim Order Hearing  
Wednesday, 30 October 2024**

Virtual Hearing

<b>Name of Registrant:</b>	Hasfa Nassimbwa Nyago
<b>NMC PIN:</b>	14I3343E
<b>Part(s) of the register:</b>	Registered Nurse Learning Disabilities- RNLD-August 2016
<b>Relevant Location:</b>	London Borough of Wandsworth
<b>Panel members:</b>	Rama Krishnan (Chair, lay member) Helen Hughes (Registrant member) Stephanie Hayle (Lay member)
<b>Legal Assessor:</b>	Peter Jennings
<b>Hearings Coordinator:</b>	Khatra Ibrahim
<b>Nursing and Midwifery Council:</b>	Represented by Nawazish Choudhury, Case Presenter
<b>Mrs Nyago:</b>	Present and represented by Danielle McMahon, instructed by Royal College of Nursing (RCN)
<b>Interim order directed:</b>	<b>Interim conditions of practice order (18 months)</b>

## Decision and reasons on interim order

The panel decided to make an interim conditions of practice order for a period of 18 months.

It has determined that the following conditions are proportionate and appropriate:

'For the purposes of these conditions, 'employment' and 'work' mean any paid or unpaid post in a nursing, midwifery or nursing associate role. Also, 'course of study' and 'course' mean any course of educational study connected to nursing, midwifery or nursing associates.

1. You must limit your nursing practice to one substantive employer. If this is an agency, then any placement must be in one unit at any one time for no less than three months.
2. You must not be the nurse in charge of any shift.
3. You must not be the sole nurse on duty at any time.
4. At any time you are working, you must be indirectly supervised. Your supervision must consist of working at all times on the same shift as, though not always directly observed by, another registered nurse.
5. You must ensure that you are directly observed by another registered nurse at any time you are administering or managing medication.
6. You must meet with your line manager or supervisor fortnightly to discuss the following:
  - a) Your clinical practice and conduct;
  - b) Medication administration and management;
  - c) A reflective discussion following your training on duty of candour in your practice; and
  - d) Safeguarding, and escalation of concerns.

7. You must attend a course on duty of candour, and you must provide evidence of completion to your NMC case officer no less than seven days before your next hearing.
8. No less than seven days in advance of the next NMC hearing or meeting, you must send to the NMC a report from your line manager or supervisor detailing your progress in relation to:
  - a) Your clinical practice and conduct;
  - b) Medication administration and management;
  - c) A reflective discussion relating to your training on duty of candour in your practice; and
  - d) Safeguarding, and escalation of concerns.
9. You must keep the NMC informed about anywhere you are working by:
  - a) Telling your case officer within seven days of accepting or leaving any employment; and
  - b) Giving your case officer your employer's contact details.
10. You must keep the NMC informed about anywhere you are studying by:
  - a) Telling your case officer within seven days of accepting any course of study; and
  - b) Giving your case officer the name and contact details of the organisation offering that course of study.
11. You must immediately give a copy of these conditions to:
  - a) Any organisation or person you work for;
  - b) Any agency you apply to or are registered with for work;
  - c) Any employers you apply to for work (at the time of application);  
and
  - d) Any establishment you apply to (at the time of application), or with which you are already enrolled, for a course of study.

12. You must tell your case officer, within seven days of your becoming aware of:

- a) Any clinical incident you are involved in;
- b) Any investigation started against you; and
- c) Any disciplinary proceedings taken against you.

13. You must allow your case officer to share, as necessary, details about your performance, your compliance with and / or progress under these conditions with:

- a) Any current or future employer;
- b) Any educational establishment; and
- c) Any other person(s) involved in your retraining and/or supervision required by these conditions.

Unless your case has already been concluded, this interim order must be reviewed before the end of the next six months and every six months thereafter. Additionally, you or the Nursing and Midwifery Council ('NMC') may ask for the interim order to be reviewed if any new evidence becomes available that may be relevant to the interim order.

At any review the reviewing panel may revoke the interim order or any condition of it, it may confirm the interim order, or vary any condition of it, or it may replace the interim conditions of practice order with an interim suspension order.

The NMC Case Examiners are yet to decide whether there is a case to answer in relation to the allegations made against you. The NMC will write to you when the case is ready for the next stage of the fitness to practise process.

This will be confirmed to you in writing.

That concludes this determination.